

NOTIFICATION REQUIRED FOR CESSATION OF HEALTH CARE BENEFITS

Effective August 16, 1998, pursuant to Section 109.075 Wis. Stats., Wisconsin employers who plan to discontinue health care benefits to current employees, retirees and dependents of employees or retirees in some instances must provide the affected individuals with 60 days advance notice of the cessation of benefits.

Q. Which current or former employers must comply with this requirement?

A. Employers who operate a business enterprise in Wisconsin that employs 50 or more persons in this state must provide advance written notice of the employer's intention to cease providing health care benefits to affected parties.

Q. Who is an affected individual entitled to notification?

A. Employees, any union representing employees of that business, retirees and dependents of employees and retirees currently covered by the health care benefit plan are entitled to receive 60 days advanced written notification that their benefits will cease.

Q. What would be the purpose of filing a complaint about not receiving advance notification of a cessation of health care benefits?

A. A complainant who did not receive proper advance notification may receive either the value of the insurance premium(s) for the period without notification or the actual value of medical expenses incurred during the non-notification period (maximum of 60 days).

Q. If I have questions concerning this requirement or wish to file a complaint about not receiving notification, who should I contact?

A. Contact either the Equal Rights Division in Milwaukee or Madison listed below:

**Wisconsin Department of Workforce Development
Equal Rights Division**

P O Box 8928
Madison WI 53708
(608) 266-6860
TTY: (608) 264-8752

819 N. 6th Street
Room 255
Milwaukee WI 53203
(414) 227-4384
TTY: (414) 227-4081

**EMPLOYERS WITH 50 OR MORE EMPLOYEES IN WISCONSIN MUST DISPLAY
THIS NOTICE IN ONE OR MORE CONSPICUOUS PLACES WHERE NOTICES ARE
NORMALLY POSTED FOR EMPLOYEES AT THAT WORK LOCATION.**

The Department of Workforce Development is an equal opportunity service provider. If you need assistance to access services or material in an alternate format, please contact us. Deaf, hearing or speech impaired callers may reach us by calling the TTY number listed above.